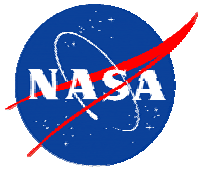




DIVERSITY

NASA GODDARD SPACE FLIGHT CENTER



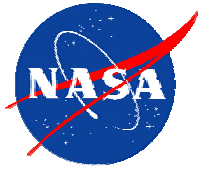
# Directorate reports

Diversity Council Meeting  
April 24, 2003

Val Burr	Craig Purdy
Abby Harper	Dot Zukor
Krista Paquin	Chopo Ma
Alda Simpson	Wayne Boswell
John Dalton	Sharon Wong

# Agenda

- Focus
- Current process
  - Positives
  - Areas for improvements
- Proposal
- Implementation strategy/Next Steps



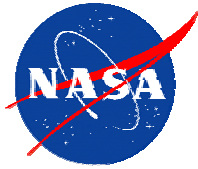
# What should reports focus on?

- What do we need to know about each other's activities?
- For activities being implemented, share info on activities
- What have been the outcomes of your activities?
- What are strengths and weaknesses? What are opportunities?
- What are issues that the directorates have dealt with?
- What are common issues?
- At the end, what did you learn? What actions need to be taken?



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# What should we be doing?

- Provide learning
- Look at the big picture
- Provide status and information
- Info exchange
- Evaluate progress
- Develop strategy
- Implement actions

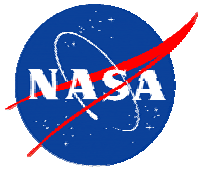
# Current Process

- Positives
  - General information exchange
  - Status
  - Some learning
  - Program updates (e.g., DDP, etc.)
  - Special topics (PAVE, etc.)
  - Directorates familiarity with demographics



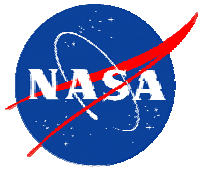
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# Current Process (cont'd)

- Areas for improvement
  - Focus on “diversity”
  - We spend too much time on representational numbers.
  - Some analysis done but not penetrating to real issues or things that we can get our hands around to do something with.
  - Too little learning
  - Status and reports do not provide real dialogue amongst members



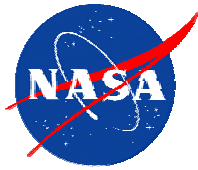
# Proposal

- Report by topics
  - Each DC member takes responsibility to lead the dialogue on one of these focus areas. A single topic will be discussed at each meeting.
  - The lead organization will be allowed latitude to facilitate the dialogue. A model that could be used is the SWOT (Strengths, Weaknesses, Opportunities, Threats)
- End of Year Report



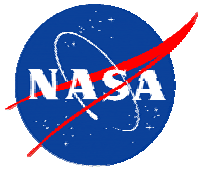
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# Suggestions for topics

- Mentoring
- Developmental Opportunities (Training, career development, developmental assignments & programs)
- Awards and recognition (directorates processes)
- Survey results from a diversity perspective
- Supervisors development and accountability
- QWL
- Directorate/employee communications
- Getting employees involved (DDP, etc.)
- Best Practices/benchmarking
- Employees retention, particularly Gen Xers
- Integrated workforce diversity (civil servants, contractors, academia)
- Telework
- Alternative Work Schedule (AWS)
- Directorate diversity committees/Diversity Focus Groups (selection, participation)



## Example

- Provide learning (e.g., what is organization doing in the mentoring arena? How long have you had a mentoring program? What are issues that your directorate have had to deal with?)
- Look at the big picture (e.g., how is mentoring helping the organization and the Center? What are future plans?)
- Provide status and information (e.g., How do you arrange the pairings between mentor/mentee? Who manages your programs? How are employees selected? What is the format of the program?)
- Information exchange -- share what is on-going (e.g. What do we need to know if any organization wants to do something similar? What have been the outcomes of your activities?)
- Evaluate progress (e.g., What are strengths and weaknesses? What are opportunities? What may derail you?)
- Develop strategy -- continue evolving (e.g., What are common issues? At the end, what did you learn?)
- Implement actions and maintain accountability (What actions need to be taken? By when? By whom? What resources are needed? What is your measure of success?)

# End of Year report

- Accomplishments
- Plans for the next year
- Progress towards the Center's diversity strategy
- Any associated activities

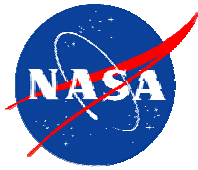
# Schedule

January:	Topic A
February:	DDP debrief, Special Topic
March:	Topic B
April:	Topic C
May:	Topic D
June:	Topic E
July:	Topic F
August:	DDP debrief, Special Topic
September:	Topic G
October:	Retreat
November:	Directorate summary reports
December:	Directorate summary reports



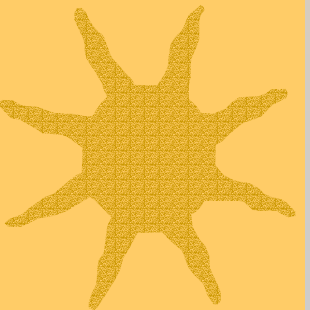
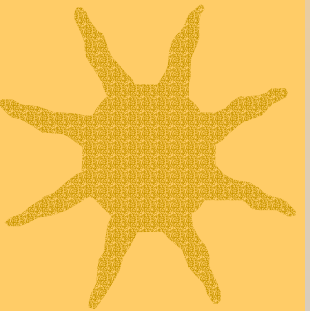
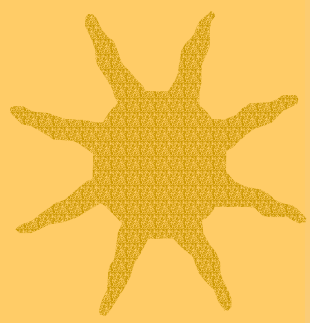
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# Next Steps

- Council discusses proposal and agree
- Do multi-vote to select 6 – 8 topics
- Prioritize/order topics chosen
- Directorate volunteers for a topic
- Directorate prepares to lead discussion at next DC meeting



# *Quality of WorkLife: Update*

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Presentation to Diversity Council

April 24, 2003

Arletta R. Love



# *Quality of WorkLife: Update*

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## ★ Designate a QWL Focal Point

- Quality of WorkLife Program Manager appointed to serve as focal point of QWL at GSFC
  - Arletta Love-Chief, Career Development & Employee WorkLife Office
  - Shares leading role with QWL Champion on QWL advisory committee
  - Establishing role definition/partnership with other Center QWL service providers



# *Quality of WorkLife: Update*

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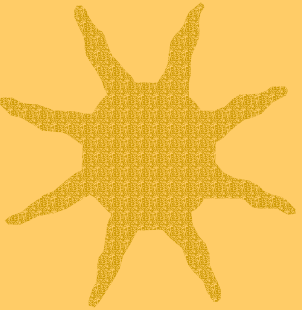
## ★ Increase Awareness & Communication

- QWL Inventory Listing of GSFC benefits, amenities, clubs, programs, recreational activities, etc.
  - Inventory complete and will reside on OHR Website with links to other Center websites
- QWL Expo
  - Scheduled for April 29, 2003, 9:00am-3:00pm
  - Marketing material for Expo as well as QWL services, etc.
- Posters for Lactation Units
  - Posted in all Ladies Restrooms; includes website address

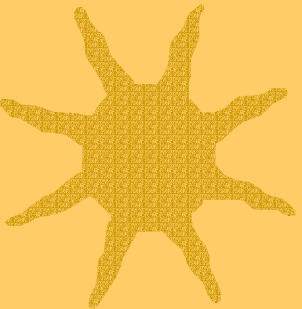
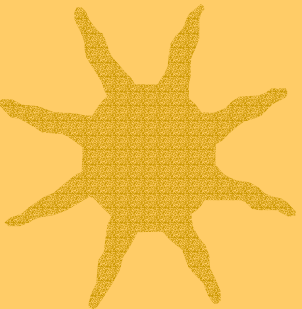


# *Quality of WorkLife: Update*

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- ★ Separate Funding Source for QWL Initiatives (separate from facilities funding)
  - QWL funding set aside in Office of Human Resources, CDEW (Code 114)
  - Spending subject to review & approval by QWL committee and Diversity Council





# *Quality of WorkLife: Update*

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## ★ Flexible Work Arrangements

- Two GPGs in review cycle: Enhance Work Schedules & Telework; expect to implement by late summer

## ★ Awards & Recognition

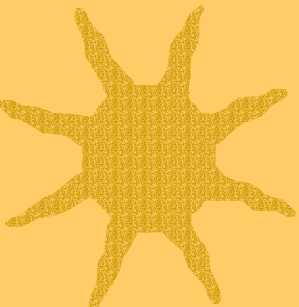
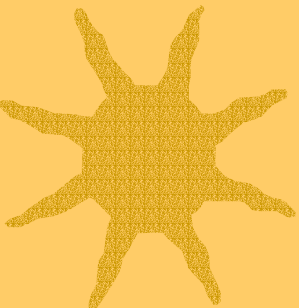
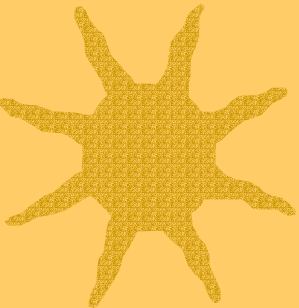
- Awards Refinement effective October 2002; Awards Brochures distributed
- Letter to Directors of urging maximum consideration of entire workforce for awards
- Adequate Award nominations for honor and cash awards (included follow-up Calls)
- Will review and assess effectiveness of Awards Refinement at the end of FY.



# *Quality of WorkLife: Update*

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- ★ Referral Services to include Child & Elder Care, Financial planning, Legal assistance
  - Agreement with FOH/LifeCare to provide telephonic and web-based referral services for one year, beginning 4/28/03 – 4/27/04
  - Will assess employee use and effectiveness at end of period to determine future use
  - Complements current services available



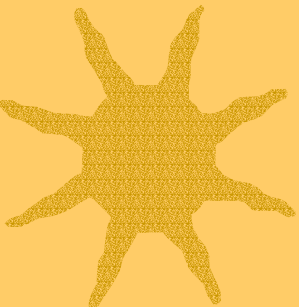
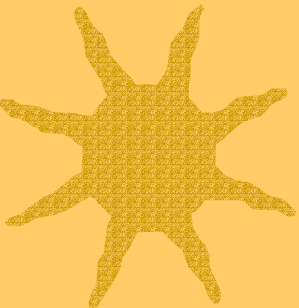
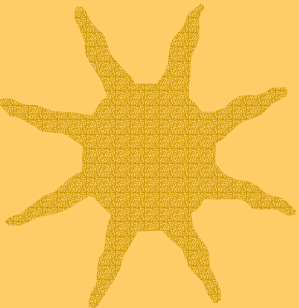


# *Quality of WorkLife: Update*

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## ★ On the Horizon

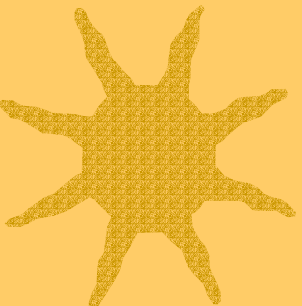
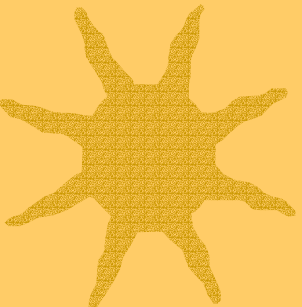
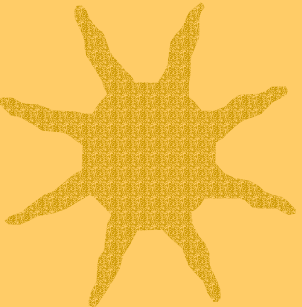
- Comprehensive QWL Brochure (Summer)
- Launching “Use/Lose Leave Donation” Campaign (Summer)
- Increased emphasis of GSFC QWL in New Employee Orientation (Summer)
- Competing for recognition of Goddard as Employer of Choice, e.g. *Working Mothers Magazine* (Fall)





# *Quality of WorkLife: Update*

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## ★ On the Horizon (Con't)

- Five additional Lactation Units (as completed)
- Recast of OHR Employee Service Center to include all GSFC QWL-related information (On-going)
- Increased collaboration/liaison with other GSFC QWL service providers for better integration (On-going)
- Benchmarking of other agencies and industry of QWL Services,etc. (On-going)



# *Quality of WorkLife: Update*

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## ★ Points of Contact Within CDEW

- Arletta Love, Chief, CDEW
  - [Arletta.R.Love@nasa.gov](mailto:Arletta.R.Love@nasa.gov); 301-286-9122
- Dianne Hagerty, Team Leader, Awards & Benefits; Family Issues Program Coordinator
  - [Dianne.M.Hagerty@nasa.gov](mailto:Dianne.M.Hagerty@nasa.gov); 301-286-8319
- Khrista White, Benefits, QWL
  - [Khrista.N.White@nasa.gov](mailto:Khrista.N.White@nasa.gov); 301-286-9059

